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U.S. Government Manual 2008-2009 Edition: Equal Employment Opportunity Commission

Abstract

[Excerpt] The Equal Employment Opportunity Commission enforces laws which prohibit discrimination based on race, color, religion, sex, national origin, disability, or age in hiring, promoting, firing, setting wages, testing, training, apprenticeship, and all other terms and conditions of employment. The Commission conducts investigations of alleged discrimination; makes determinations based on gathered evidence; attempts conciliation when discrimination has taken place; files lawsuits; and conducts voluntary assistance programs for employers, unions, and community organizations. The Commission also has adjudicatory and oversight responsibility for all compliance and enforcement activities relating to equal employment opportunity among Federal employees and applicants, including discrimination against individuals with disabilities.

Keywords

Government Printing Office, Federal Register, U.S. Government Manual, Equal Employment Opportunity Commission

Comments

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as the Agency's environmental justice program, and Federal activities program responsibilities under the National Environmental Policy Act.

For further information, call 202-564-2440.

Regional Offices

The Agency's 10 regional offices represent its commitment to the

development of strong local programs for pollution abatement. The Regional Administrators are responsible for accomplishing, within their regions, the national program objectives established by the Agency. They develop, propose, and implement an approved regional program for comprehensive and integrated environmental protection activities.

Regional Offices—Environmental Protection Agency

Region/Address/Areas Served	Regional Administrator
Region I (Suite 1100, 1 Congress St., Boston, MA 02114-2023) (CT, MA, ME, NH, RI, VT)	Robert W. Varney
Region II (290 Broadway, New York, NY 10007-1866) (NJ, NY, PR, VI)	Alan J. Steinberg
Region III (1650 Arch St., Philadelphia, PA 19103-2029) (DC, DE, MD, PA, VA, WV)	Donald S. Welsh
Region IV (61 Forsyth St. SW., Atlanta GA 30303-3104) (AL, FL, GA, KY, MS, NC, SC, TN)	James I. Palmer, Jr.
Region V (77 W. Jackson Blvd., Chicago, IL 60604-3507) (IL, IN, MI, MN, OH, WI)	Mary A Gade
Region VI (Suite 1200, 1445 Ross Ave., Dallas, TX 75202-2733) (AR, LA, NM, OK, TX)	Richard E. Greene
Region VII (901 N. 5th St., Kansas City, KS 66101) (IA, KS, MO, NE)	John B. Askew
Region VIII (1595 Wynkoop St., Denver, CO 80202-1129) (CO, MT, ND, SD, UT, WY)	Robert E. Roberts
Region IX (75 Hawthorne St., San Francisco, CA 94105) (AZ, CA, HI, NV, and U.S. affiliated Pacific Islands).	Wayne H. Nastri
Region X (1200 6th Ave., Seattle, WA 98101) (AK, ID, OR, WA)	Elin D. Miller

Sources of Information

Information inquiries for the following subjects should be directed by telephone to the respective organization listed below; by mail to 1200 Pennsylvania Avenue NW., Washington, DC 20460; or through the Internet at www.epa.gov.

Contracts and Procurement Office of Acquisition Management. Phone, 202-564-4310.

Grants and Fellowships Office of Grants and Debarment. Internet, www.epa.gov/ogd.

Employment Office of Human Resources. Internet, www.epa.gov/careers.

Freedom of Information Act Requests Freedom of Information Officer. Phone, 202-566-1667. E-mail, hq.foia@epa.gov.

Information Resources Phone, 202-564-6665.

Telephone Directory Available for sale by the Superintendent of Documents, Government Printing Office, P.O. Box 37194, Pittsburgh, PA 15250-7954.

For further information, contact the Office of Public Affairs, Environmental Protection Agency, 1200 Pennsylvania Avenue NW., Washington, DC 20460-0001. Phone, 202-564-4355. Internet, www.epa.gov.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

1801 L Street NW., Washington, DC 20507

Phone, 202-663-4900. TTY, 202-663-4494. Internet, www.eeoc.gov.

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The Equal Employment Opportunity Commission enforces laws which prohibit discrimination based on race, color, religion, sex, national origin, disability, or age in hiring, promoting, firing, setting wages, testing, training, apprenticeship, and all other terms and conditions of employment. The Commission conducts investigations of alleged discrimination; makes determinations based on gathered evidence; attempts conciliation when discrimination has taken place; files lawsuits; and conducts voluntary assistance programs for employers, unions, and community organizations. The Commission also has adjudicatory and oversight responsibility for all compliance and enforcement activities relating to equal employment opportunity among Federal employees and applicants, including discrimination against individuals with disabilities.

The Equal Employment Opportunity Commission (EEOC) was created by title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e-4), and became operational July 2, 1965. The Commission is comprised of five Commissioners appointed by the President, with the advice and consent of the Senate, for 5-year staggered terms. The President designates a Chairman and a Vice Chairman. The Commission operates through 50 field offices, each of which processes charges.

Activities

Enforcement The Commission's field offices receive charges of job discrimination under title VII of the Civil Rights Act, the Americans with Disabilities Act, the Equal Pay Act, and the Age Discrimination in Employment Act. Field offices may initiate investigations to find violations of the acts.

Charges Under Title VII Title VII prohibits employment discrimination based on race, color, religion, sex, or

national origin by private employers, State and local governments, and educational institutions with 15 or more employees, or by the Federal Government, private and public employment agencies, labor organizations, and joint labor-management committees for apprenticeship and training.

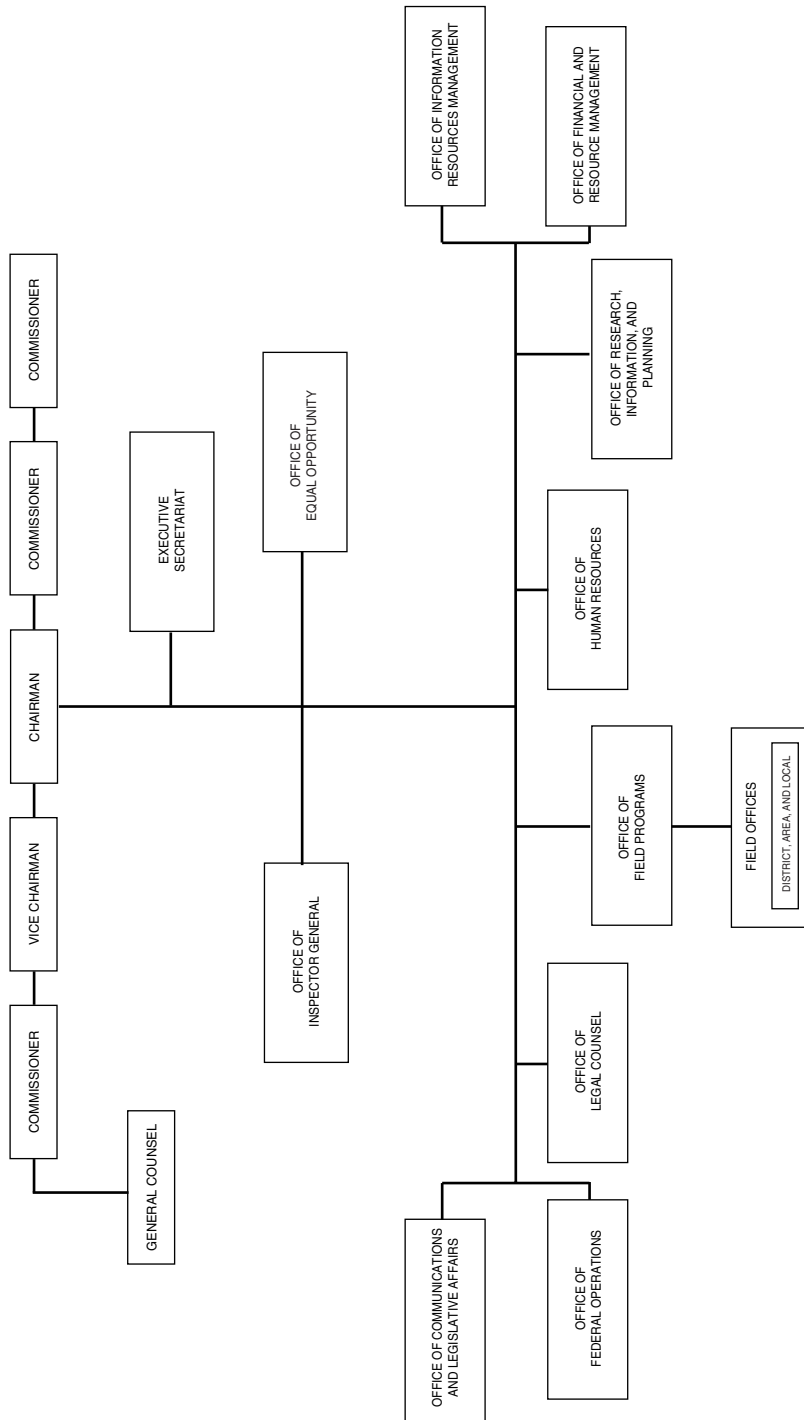
If there is reasonable cause to believe a charge filed is true, the district, area, or local office attempts to remedy the alleged unlawful practices through informal methods of conciliation, conference, and persuasion. If an acceptable conciliation agreement is not secured, the case is considered for possible litigation. If litigation is approved, the Commission will bring suit in an appropriate Federal district court.

Americans with Disabilities Act Charges

Employment discrimination charges based on disability may be filed at any of the Commission's field offices. The Commission will investigate and attempt to conciliate the charges.

Age Discrimination in Employment Act or Equal Pay Act Charges and

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION



Complaints When a discrimination charge is filed, the Commission will attempt to eliminate the unlawful practice through informal methods of conciliation, conference, and persuasion. A lawsuit may be brought by the Commission if conciliation fails, or individuals may file suit on their own. A lawsuit under the EPA may be filed by the Commission or by the complainant.

Complaints Against the Federal

Government The Commission's Federal sector processing regulations guide Federal employees or job applicants who want to file complaints of job discrimination based on race, color, national origin, sex, religion, age, or physical or mental disability. Informal mediation of the matter is required before filing a charge. An accepted complaint is investigated by the respondent agency, and there is a right to a hearing before an EEOC administrative judge before the agency issues its final decision. Final decisions may be appealed.

Other Activities The Commission actively promotes voluntary compliance with equal employment opportunity statutes through a variety of educational and technical assistance activities. A distinct activity of the Commission is the Voluntary Assistance Program. This outreach program is designed to provide educational and technical assistance to small and midsize employers and unions—through 1-day seminars on equal employment opportunity laws—about their rights and obligations under all the statutes that the Commission enforces.

Another activity initiated by the Commission is the Expanded Presence Program, which is designed to make the Commission accessible in areas identified as underserved by Commission offices.

Through its Educational Technical Assistance and Training Revolving Fund, the Commission is also able to provide its constituency with advanced and specialized technical assistance offerings. Fees charged for Revolving Fund products are not to exceed the cost of producing the materials or services provided, are to bear a direct relationship to the cost of providing such outreach, and are to be imposed on a uniform basis.

The Commission participates in the development of employment discrimination law through the issuance of guidelines, publication of significant Commission decisions, and involvement in litigation brought under the relevant statutes.

The Commission has direct liaison with Federal, State, and local governments, employers and union organizations, trade associations, civil rights organizations, and other agencies and organizations concerned with employment of minority group members and women.

The Commission develops and implements affirmative employment policies designed to enhance the occupational status of minorities, women, and persons with disabilities in the Federal Government.

The Commission also publishes data on the employment status of minorities and women. Through six employment surveys covering private employers, apprenticeship programs, labor unions, State and local governments, elementary and secondary schools, and colleges and universities, the Commission tabulates and stores data on the ethnic, racial, and sex composition of employees at all job levels within the reported groups.

This collection of research information is shared with selected Federal agencies and is made available, in appropriate form, for public use.

Field Offices—Equal Employment Opportunity Commission

(DO: District Office; AO: Area Office; LO: Local Office; FO: Field Office)

Office	Address/Telephone	Director
Albuquerque, NM (AO)	Suite 900, 505 Marquette NW., 87102. Ph., 505-248-5176. Fax, 505-248-5233.	Georgia Marchbanks
Atlanta, GA (DO)	Suite 4R30, 100 Alabama St. SW., 30303.	Bernice Williams-Kimbrough

Field Offices—Equal Employment Opportunity Commission—Continued

(DO: District Office; AO: Area Office; LO: Local Office; FO: Field Office)

Office	Address/Telephone	Director
Baltimore, MD (FO)	Ph., 404-562-6800. Fax, 404-562-6909. 3d Fl., City Crescent Bldg., 10 S. Howard St., 21201.	Gerald Kiel
Birmingham, AL (DO)	Ph., 410-962-5634. Fax, 410-962-4270. TTY, 410-962-6065. Suite 2000, 1130 22d St. S., 35205-2397.	Delner Franklin-Thomas
Boston, MA (AO)	Ph., 205-731-0082. Fax, 205-731-2105. Rm. 475, John F. Kennedy Fed. Bldg., 02203-0506.	Robert L. Sanders
Buffalo, NY (LO)	Ph., 617-565-3191. Fax, 617-565-3196. Suite 350, 6 Fountain Plz., 14202.	Elizabeth Cadle
Charlotte, NC (DO)	Ph., 716-551-4443. Fax, 716-551-4387. Suite 400, 129 W. Trade St., 28202.	Reuben Daniels
Chicago, IL (DO)	Ph., 704-344-6744. Fax, 704-344-6748. Suite 2800, 500 W. Madison St., 60661.	John P. Rowe
Cincinnati, OH (AO)	Ph., 312-353-8550. Fax, 312-886-1168. Suite 10-019, 550 Main St., 45202-5202.	Wilma L. Javey
Cleveland, OH (FO)	Ph., 513-684-2379. Fax, 513-684-2361. Suite 3001, 1240 E. 9th St., 44119.	Daniel Cabot
Dallas, TX (DO)	Ph., 216-522-4784. Fax, 216-522-7395. 3d Fl., 207 S. Houston St., 75202-4726.	Michael Fetzer
Denver, CO (FO)	Ph., 214-655-3300. Fax, 214-253-2720. Suite 510, 303 E. 17th Ave., 80203.	Nancy Sienko
Detroit, MI (FO)	Ph., 303-866-1369. Fax, 303-866-1085. Rm. 865, 477 Michigan Ave., 48226-9704.	Gail Cober
El Paso, TX (AO)	Ph., 313-226-3347. Fax, 313-226-2778. Suite 500, 300 E. Main Dr., 79901-1331.	Teresa Anchondo
Fresno, CA (LO)	Ph., 915-534-6685. Fax, 915-534-6701. 2300 Tulare St., 93721.	Melissa Barrios
Greensboro, NC (LO)	Ph., 559-487-5793. Fax, 559-487-5053. Suite 201, 2303 W. Meadowview Rd., 27407.	Jose Rosenberg
Greenville, SC (LO)	Ph., 336-547-4080. Fax, 336-547-4032. Suite 1402, 301 N. Main St., 29601.	Patricia Fuller
Honolulu, HI (LO)	Ph., 864-241-4410. Fax, 864-241-4416. Rm. 7-127, 300 Ala Moana Blvd., P.O. Box 50082, 96850-0051.	Timothy Riera
Houston, TX (DO)	Ph., 808-541-3722. Fax, 808-541-3390. 7th Fl., 1919 Smith St., 77002-8049.	Roy J. Ruff
Indianapolis, IN (DO)	Ph., 713-209-3379. Fax, 713-209-3381. Suite 1900, 101 W. Ohio St., 46204-4203.	Danny G. Harter
Jackson, MS (AO)	Ph., 317-226-6418. Fax, 317-226-7953. Suite 207, 100 W. Capitol St., 39269.	Wilma Scott
Kansas City, KS (AO)	Ph., 601-948-8400. Fax, 601-948-8401. Suite 905, 400 State Ave., 66101.	Billie Ashton
Las Vegas, NV (LO)	Ph., 913-551-5655. Fax, 913-551-6956. Suite 8112, 333 Las Vegas Blvd., 89101.	Lucy Orta
Little Rock, AR (AO)	Ph., 702-388-5099. Fax, 702-388-5094. Suite 200, 820 S. Louisiana St., 72201.	Wanda Milton
Los Angeles, CA (DO)	Ph., 501-324-6372. Fax, 501-324-5991. 4th Fl., 255 E. Temple St., 90012.	Olophius Perry
Louisville, KY (AO)	Ph., 213-894-1112. Fax, 213-894-1459. TTY, 213-894-1121. Suite 268, 600 Dr. Martin Luther King Jr. Pl., 40202-2285.	Marcia Hall-Craig
Memphis, TN (DO)	Ph., 502-582-6744. Fax, 502-582-5895. 9th Fl., 1407 Union Ave., 38104.	Katherine Kores
Miami, FL (DO)	Ph., 901-544-0091. Fax, 901-544-0111. Suite 2700, 2 S. Biscayne Blvd., 33131.	Manuel Zurita, <i>Acting</i>
Milwaukee, WI (AO)	Ph., 305-808-1740. Fax, 305-536-4011. Suite 800, 310 W. Wisconsin Ave., 53203-2292.	Rosemary Fox, <i>Acting</i>
Minneapolis, MN (AO)	Ph., 414-297-4131. Fax, 414-297-4133. Suite 430, 330 S. 2d Ave., 55401-2224.	Julie Schmid, <i>Acting</i>
Mobile, AL (LO)	Ph., 612-335-4040. Fax, 612-335-4044. Suite 504, 63 S. Royal St., 36602.	Erika La'Cour
Nashville, TN (AO)	Ph., 251-360-2585. Fax, 251-690-2581. Suite 202, 50 Vantage Way, 37228-9940.	Sarah Smith
New Orleans, LA (FO)	Ph., 615-736-7481. Fax, 615-736-2107. Suite 1900, 1555 Poydras St., 70112.	Keith Hill
New York, NY (DO)	Ph., 504-589-2835. Fax, 504-589-6861. 5th Fl., 33 Whitehall St., 10004-2112.	Spencer H. Lewis, Jr.
Newark, NJ (AO)	Ph., 212-336-3660. Fax, 212-336-3621. 21st Fl., One Newark Ctr., 07102-5233.	Corrado Gigante
Norfolk, VA (AO)	Ph., 973-645-5978. Fax, 973-645-4524. Suite 739, 200 Granby St., 23510.	Herbert Brown
Oakland, CA (LO)	Ph., 757-441-3470. Fax, 757-441-6720. Suite 1170-N, 1301 Clay St., 94612-5217.	Michelle Nardella, <i>Acting</i>
Oklahoma City, OK (AO)	Ph., 510-637-3239. Fax, 510-637-3235. Suite 524, 215 Dean A. McGee Ave., 73102.	Donald T. Stevens
Philadelphia, PA (DO)	Ph., 405-231-4356. Fax, 405-231-4140. 13th Fl., 801 Market St., 19103.	Marie Tomasso

Field Offices—Equal Employment Opportunity Commission—Continued

(DO: District Office; AO: Area Office; LO: Local Office; FO: Field Office)

Office	Address/Telephone	Director
Phoenix, AZ (DO)	Ph., 215-440-2620. Fax, 215-440-2632. Suite 690, 3300 N. Central Ave., 85012-2504. Ph., 602-640-5011. Fax, 602-640-5071.	Chester Bailey
Pittsburgh, PA (AO)	Suite 300, 1001 Liberty Ave., 15222-4187. Ph., 412-644-2760. Fax, 412-644-2662.	Joseph Hardiman
Raleigh, NC (AO)	1309 Annapolis Dr., 27608-2129. Ph., 919-856-4085. Fax, 919-856-4151.	Thomas Colclough
Richmond, VA (LO)	Suite 600, 803 E. Main St., 23219. Ph., 804-771-2164. Fax, 804-771-2222.	Patricia Glisson
San Antonio, TX (FO)	Suite 200, 5410 Fredericksburg Rd., 78229-3555. Ph., 210-281-7642. Fax, 210-281-7690.	Pedro Esquivel
San Diego, CA (LO)	Suite 510, 401 B St., 92101. Ph., 619-557-7277. Fax, 619-557-7274.	Raul Green, <i>Acting</i>
San Francisco, CA (DO)	Suite 500, 350 Embarcadero, 94105-1687. Ph., 415-625-5611. Fax, 415-625-5609. Suite 200, 96 N. 3d St., 95112. Ph., 408-291-7352. Fax, 408-291-4539.	Michael Baldonado, <i>Acting</i>
San Jose, CA (LO)	Suite 1202, 525 F.D. Roosevelt Ave., Plz. Las Americas, 00918-8001. Ph., 787-771-1464. Fax, 787-771-1485.	Hae Jung Atkins
San Juan, PR (LO)	Suite G, 410 Mall Blvd., 31406-4821. Ph., 912-652-4234. Fax, 912-652-4248.	William Sanchez
Savannah, GA (LO)	Suite 400, 909 First Ave., 98104-1061. Ph., 206-220-6870. Fax, 206-220-6911.	Mason Barrett
Seattle, WA (FO)	Rm. 8.100, 1222 Spruce St., 63103. Ph., 314-539-7833. Fax, 314-539-7893.	Luis Lucero
St. Louis, MO (DO)	Rm. 1000, 501 E. Polk St., 33602. Ph., 813-228-2310. Fax, 813-228-2841.	James Neely, Jr.
Tampa, FL (FO)	Suite 100, 1801 L St. NW., 20507. Ph., 202-419-0735. Fax, 202-419-0739.	Manuel Zurita
Washington, DC (FO)		Dana Hutter

Sources of Information

Electronic Access Information regarding the programs, publications, and activities of the Commission is available through the Internet at www.eeoc.gov.

Employment The Commission selects its employees from various examinations and registers, including mid- and senior-level registers, secretarial, typing, and stenographic registers, and the Equal Opportunity Specialist register. Employment inquiries or applications for positions in the headquarters office should be directed to the Office of Human Resources, Equal Employment Opportunity Commission, 1801 L Street NW., Washington, DC 20507 (phone, 202-663-4306), or contact the appropriate district office for district office positions.

General Inquiries A nationwide toll-free telephone number links callers with the appropriate field office where charges may be filed. Phone, 800-669-4000. TTY, 800-669-6820.

Information About Survey Forms (EEO-1, 2, 3, 4, 5, and 6). Phone, 202-663-4958.

Media Inquiries Office of Communications and Legislative Affairs, 1801 L Street NW., Washington, DC 20507. Phone, 202-663-4900.

Publications Phone, 800-669-3362. TTY, 800-800-3302. Fax, 513-489-8692.

Reading Room EEOC Library, 1801 L Street NW., Washington, DC 20507. Phone, 202-663-4630.

Speakers Office of Communications and Legislative Affairs, 1801 L Street NW., Washington, DC 20507. Phone, 202-663-4900.

For further information, contact the Equal Employment Opportunity Commission, 1801 L Street NW., Washington, DC 20507. Phone, 202-663-4900. Internet, www.eeoc.gov.

EDITORIAL NOTE: The Export-Import Bank of the United States did not meet the publication deadline for submitting updated information of its activities, functions, and sources of information as required by the automatic disclosure provisions of the Freedom of Information Act (5 U.S.C. 552(a)(1)(A)).

EXPORT-IMPORT BANK OF THE UNITED STATES

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Phone, 202-565-3946 or 800-565-3946. Internet, www.exim.gov.

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